



**Semi-Annual Report
on
Female and Minority Employment**

July 1 – December 31, 2011

**Personnel Cabinet
June 2012**



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EXECUTIVE SUMMARY



STEVEN L. BESHEAR
GOVERNOR

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TIM LONGMEYER
SECRETARY

June 5, 2012

The Honorable Steve Beshear
Governor, Commonwealth of Kentucky
The Capitol Building
Frankfort, Kentucky 40601

Dear Governor Beshear:

In accordance with KRS 18A.138, I am submitting to you the enclosed Semi-Annual Report on Female and Minority Employment for the six-month period of July 1 through December 31, 2011. This report reflects the overall minority and female employment utilization for the Executive Branch as well as figures for each of the various cabinets.

Since 2004, the long-term hiring goal for minorities and females has been 10% and 52.42% respectively. Through these goals, your Administration continues its focus on increasing representation in employment by race, ethnicity and gender and developing a Kentucky State Government workforce that reflects the racial and gender demographics of the citizens we serve.

This is the second Semi-Annual Report on Female and Minority Utilization compiled with data from the new Kentucky Human Resources Information System (KHRIS). The Office of Diversity & Equality has worked to ensure that the updated reporting more accurately reflects the racial and gender makeup of the Executive Branch. Unlike previous reports, this report will not include data from the United Prosecutorial System and the offices of the Secretary of State, Attorney General, State Treasurer, Auditor of Public Accounts, and the Department of Agriculture in the overall Executive Branch employment totals. This change was made to more accurately reflect the workforce makeup of your administration. The employment data from the aforementioned agencies will be included as appendices to this report.

The total number of state employees as of December 31, 2011, was 31,336. Currently, your administration employs 2,862 minorities and 15,310 females. This represents a utilization percentage of 9.02% for minorities and 48.86% for females.



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At the close of this reporting period, the Personnel Cabinet, the Cabinet for Health and Family Services, and the Economic Development Cabinet exceed the overall goals for both minority and female employment. While the Labor Cabinet, Education Cabinet, and General Government exceed the goal for female employment. In this report you will find overall and categorical utilization data for each of the various cabinets in addition to charts denoting utilization trends over several reporting periods.

The Personnel Cabinet, through its Office of Diversity and Equality (ODE), is committed to assisting agencies through providing training in the areas of diversity and EEO. ODE continues to develop specific and targeted consultations for the various cabinets in hopes of reaching full utilization.

Sincerely,

Tim Longmeyer, Personnel Secretary
Enclosure: Semi-Annual Report July 1 – December 31, 2011

STATEMENT OF PURPOSE

Office of Diversity & Equality

The Office of Diversity & Equality (ODE), in the Commonwealth of Kentucky's Personnel Cabinet, is committed to ensuring greater diversity within state government. Kentucky Revised Statute 18.A 138(4) directs the Personnel Cabinet to produce this Semi-Annual Report on Minority & Female Employment in order to provide state officials with a progress assessment of the Commonwealth's Affirmative Action Plan. The data in this report reflects the degree of workforce diversity within state government.

The Affirmative Action Plan of the Commonwealth of Kentucky provides the state with utilization goals for female and minority employment. Currently, these goals are set at 52.42% and 10%, respectively, based on Kentucky population data from the 2000 Census. The purpose of this Semi-Annual Report on Female & Minority Employment is to provide a snapshot of workforce realities in comparison to the established goals.

The Office of Diversity & Equality produces this report, as well as diversity and EEO training for the various cabinets, in order to promote and sustain a workforce that reflects the diversity found within the Commonwealth. Success in securing a diverse workforce is a legal, economic and moral imperative. This report should allow the various cabinets to assess their plans for the recruitment, retention and promotion of minorities and women.

Report Structure and Methodology

The data included in this Semi-Annual Report on Female & Minority Employment was provided by the Kentucky Human Resources Information System (KHRIS). The data is broken down into three groups: total employment, minority employment and female employment.

Within this report, one will find graphic representations of the data provided by KHRIS, beginning with an overview of the statewide progress, followed by a snapshot of minority and female utilization numbers for the various cabinets.

Unlike previous reports, this report will not include data from the United Prosecutorial System and the offices of the Secretary of State, Attorney General, State Treasurer, Auditor of Public Accounts, and the Department of Agriculture in the overall Executive Branch employment totals. This change was made to more accurately reflect the workforce makeup of your administration. The employment data from the aforementioned agencies will be included as appendices to this report.

Notes on Reading the Utilization Tables

1. The Commonwealth Utilization Tables (page 8), and the tables compiled for each of the various cabinets, consists of twelve columns. The column categories are abbreviated to provide maximum use of space on the pages that follow. The categories found on the Commonwealth Utilization Table, from left to right, are (abbreviations in parenthesis used in the report):

- Job Category
 - Total Number of Employees (TOT EMPLS)
 - Number of Minorities Employed (MIN)
 - Percentage of Minorities Employed (% MIN)
 - Projected Minority Utilization Goals (MIN PROJ % GOAL)
 - Number of Minority Hires Needed to Reach Goal (# MIN NEEDED)
 - Minority Utilization Average for All Employers in the State (STATE MIN AVG)¹
 - Number of Females Employed (FEM)
 - Percentage of Females Employed (% FEM)
 - Projected Female Utilization Goals (FEM PROJ % GOAL)
 - Number of Female Hires Needed to Reach Goal (# FEM NEEDED)
 - Female Utilization Average for All Employers in the State (STATE FEM AVG)²
2. Rows 2-10 on the Commonwealth Utilization Table, and the tables compiled for each of the various cabinets, represent the EEO Job Categories found within state government. There are nine possible categories - for a description of each EEO Job Category ***SEE APPENDIX 7.***
3. Rows 11-13 provide totaled information for overall analysis. These rows include:
- TOTAL (the sum of all data found in the various columns)
 - DECEMBER 2011 TOTAL (the totals from the previous reporting period)
 - CHANGES (the differences between the current total and the total from the previous reporting period)
 - **NOTE:** On the utilization charts for the Commonwealth (page 9) and General Government (page 28) one will find an additional *DECEMBER 2011* row between the rows DECEMBER 2011 TOTAL and CHANGES. For comparison purposes, this row displays the employment data for this reporting period using the previous reporting configuration of including the following agencies: United Prosecutorial System, Secretary of State, Attorney General, State Treasurer, Auditor of Public Accounts, and the Department of Agriculture. This row will not be displayed in future reports.
4. Color coding is used to highlight certain useful information for readers.
- Green (utilization goal met)

¹ These statewide utilization averages for all employers (public and private) have been taken from the 2000 Census Bureau website. Similar information from the 2010 Census yet to be released. The 2000 Census defines the labor pool to include individuals sixteen years and older. Although the Commonwealth of Kentucky requires one to be at least eighteen for employment, this is the most comprehensive data on employment, by EEO category, available. The impact of including this data, which includes sixteen and seventeen year olds, on this analysis is unknown. One could assume that this particular age group would affect the numbers of certain EEO categories not included in this report, such as Sales Workers and Laborers & Helpers.

² *IBID*

Cabinet Utilization Tables

Also included in this report are snapshots of the overall minority and female utilization numbers for each cabinet as well as a breakdown for the various EEO Job Categories.

Trend Charts

Provided in this report are charts representing minority and female utilization over designated periods of time. The charts for total Commonwealth utilization (pages 12 and 13) measure utilization goals and semi-annual data for minority and female employment, respectively, dating back to the December 1998 Semi-Annual Report on Female & Minority Employment. Trend charts are also included for the various cabinets, representing data from June 2007 (the last reporting period of the previous administration).³

Analytical Framework for Readers

The presentation of data found within this report focuses on providing readers with a general overview of the status of the Commonwealth of Kentucky and its various cabinets on the employment of minorities and women. The numbers themselves give little room for interpretation when comparing employment realities with projected utilization goals. Therefore, this report also provides the utilization average of all employers within the state (public and private) to place the Commonwealth's numbers within the context of statewide workforce availability. Though the causes for underutilization cannot be fully articulated through this data and the methodology used to compile this report, readers should use the statewide utilization average (for all employers, public and private) as a benchmark to analyze how the Commonwealth performs in relation to other employers.

Certain cabinets will have more difficulty reaching goals due to the limited qualifying availability within the labor pool of targeted populations for traditionally race or gender dominated positions. This does not excuse underutilization, but rather, provides the opportunity for innovation in recruitment and retention of minority and female employees in order to improve these numbers in a good faith effort (even if reaching the projected goal is not feasible).

For the purpose of this report, areas highlighted to indicate the achievement of utilization goals comply strictly with the percentages established to quantify full utilization.

³ Trend charts for two cabinets, Labor and Public Projection, provide information dating back to June 2008, the first reporting period after the creation of these cabinets.

MINORITY & FEMALE EMPLOYMENT CHARTS

COMMONWEALTH UTILIZATION TABLE

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG ⁱ	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	2,627	184	7.00%	10.00%	78.7	6.1%	1,107	42.14%	52.42%	270.1	37.7%
EEO GRP 2: PROFESSIONAL	15,578	1,428	9.17%	10.00%	129.8	8.4%	9,136	58.65%	52.42%	0.0	57.9%
EEO GRP 3: TECHNICIANS	1,566	106	6.77%	10.00%	50.6	8.2%	552	35.25%	52.42%	268.9	62.9%
EEO GRP 4: PROTECT SERV WRKR	3,271	239	7.31%	10.00%	88.1	10.6%	542	16.57%	52.42%	1,172.7	19.8%
EEO GRP 5: PARA PROFESSIONAL	2,417	349	14.44%	10.00%	0.0	8.3%	1,837	76.00%	52.42%	0.0	62.6%
EEO GRP 6: OFFICE & CLERICAL	1,681	158	9.40%	10.00%	10.1	9.3%	1,330	79.12%	52.42%	0.0	76.8%
EEO GRP 7: SKILLED WORKER	2,506	119	4.75%	10.00%	131.6	5.8%	150	5.99%	52.42%	1,163.7	5.1%
EEO GRP 8: SERVICE MAINTENANCE	1,690	243	14.38%	10.00%	0.0	14.7%	656	38.82%	52.42%	229.9	64.1%
EEO GRP 9: OTHER	--	--	--	10.00%	--	--	--	--	52.42%	--	--
DEC 2011 TOTAL (without UPS and Constitutional Officers)	31,336	2,826	9.02%	10.00%	307.6		15,310	48.86%	52.42%	1,116.4	
<i>DEC 2011 TOTAL (previous reporting configuration)</i>	<i>33,069</i>	<i>2,892</i>	<i>8.75%</i>	<i>10.00%</i>	<i>414.9</i>		<i>16,257</i>	<i>49.16%</i>	<i>52.42%</i>	<i>1,077.8</i>	
JUNE 2011 TOTAL	33,512	2,927	8.73%	10.00%	424.2		16,492	49.21%	52.42%	1,075	
CHANGES	-2,176	-101	0.27%		-116.6		-1,182	-0.35		41.4	
	-443	-35	0.02%		-9.3		-235	-0.05%		2.8	



Utilization Goals Met



December 2011



June 2011 Totals



Columns represent
utilization percentages for
all employers in the state



Columns represent
numbers from the
Commonwealth

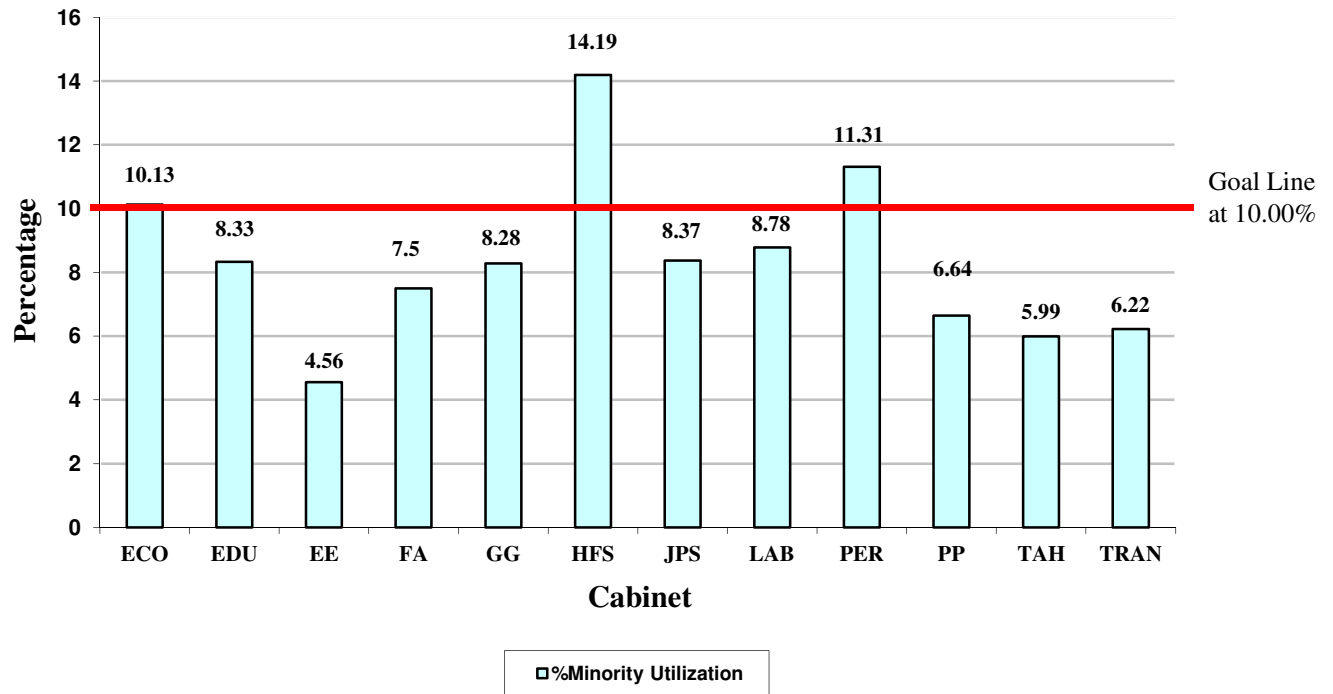


Changes in numbers between
June 2011 and December
2011

OVERALL CABINET GOAL ATTAINMENT

- **Cabinets meeting both minority and female utilization goals:**
 - Economic Development Cabinet
 - Health & Family Services Cabinet
 - Personnel Cabinet
- **Cabinets meeting minority utilization goals:**
 - Economic Development Cabinet (**10.13%**)
 - Health & Family Services Cabinet (**14.19%**)
 - Personnel Cabinet (**11.31%**)
- **Cabinets meeting female utilization goals:**
 - Economic Development Cabinet (**58.23%**)
 - Education Cabinet (**60.74%**)
 - General Government (**69.43%**)
 - Health & Family Services Cabinet (**79.84%**)
 - Labor Cabinet (**55.89%**)
 - Personnel Cabinet (**73.3%**)

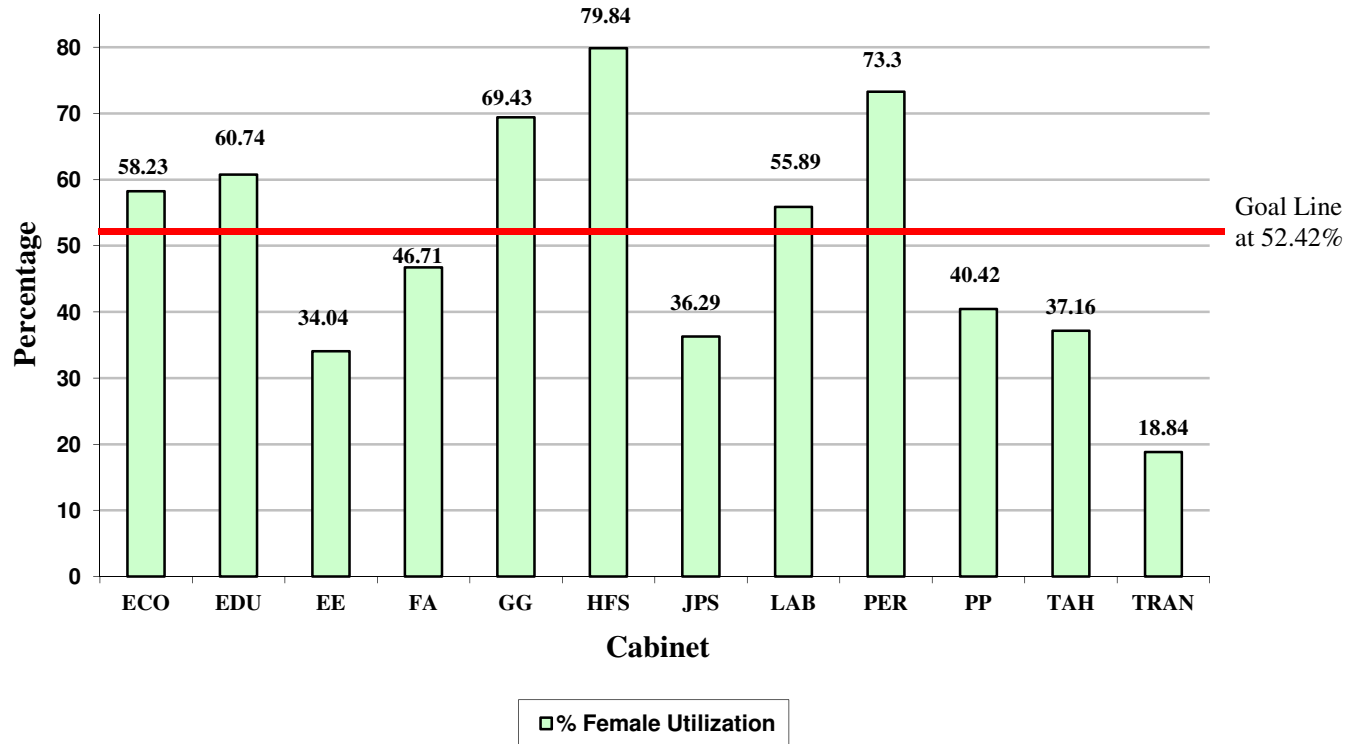
MINORITY UTILIZATION BY CABINET



CABINETS

ECO	- Economic Development
EDU	- Education & Workforce Development
EE	- Energy & Environment
FA	- Finance & Administration
GG	- General Government
HFS	- Health & Family Services
JPS	- Justice & Public Safety
LAB	- Labor
PER	- Personnel
PP	- Public Protection
TAH	- Tourism, Arts & Heritage
TRAN	- Transportation

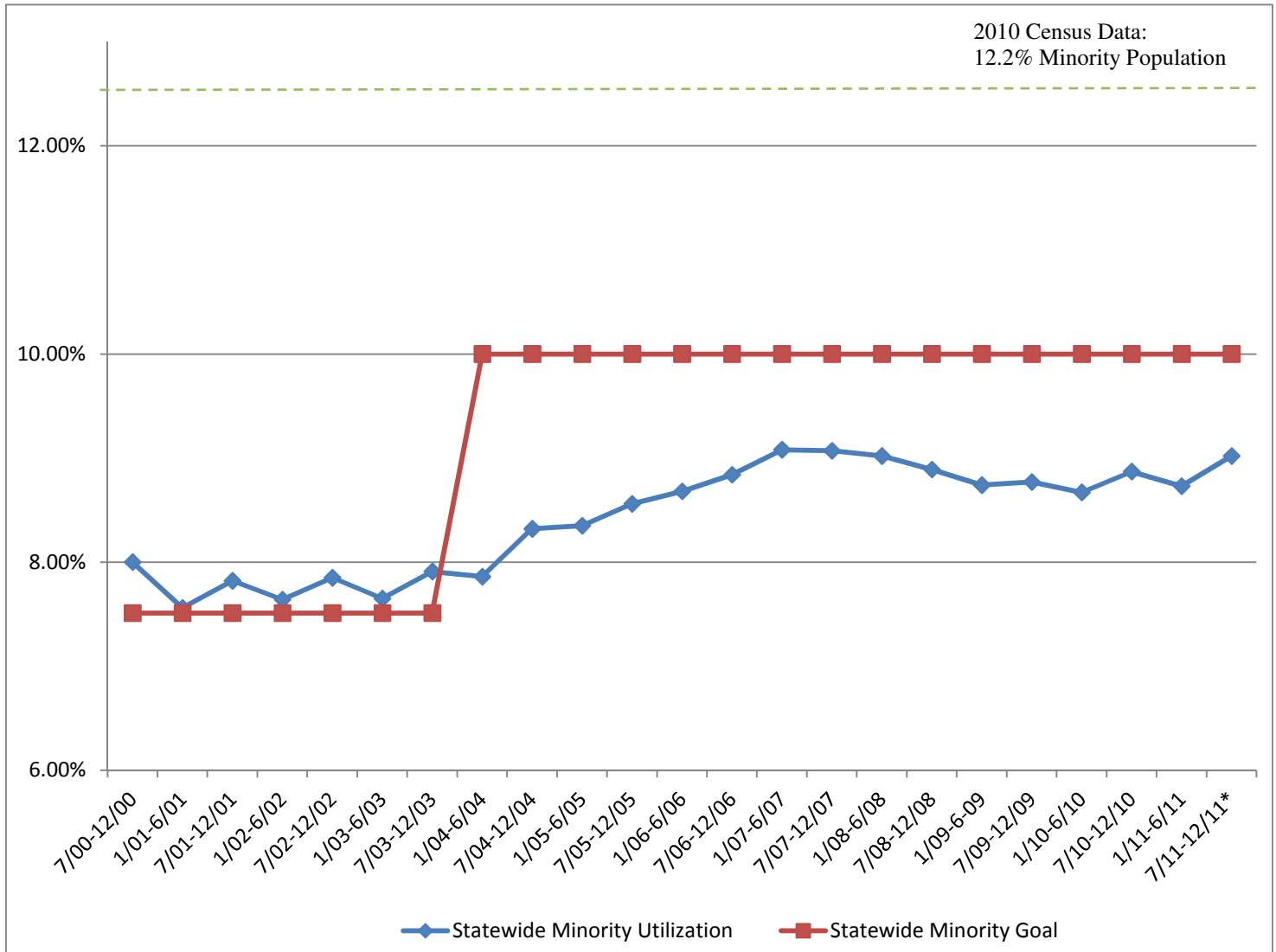
FEMALE UTILIZATION BY CABINET



CABINETS

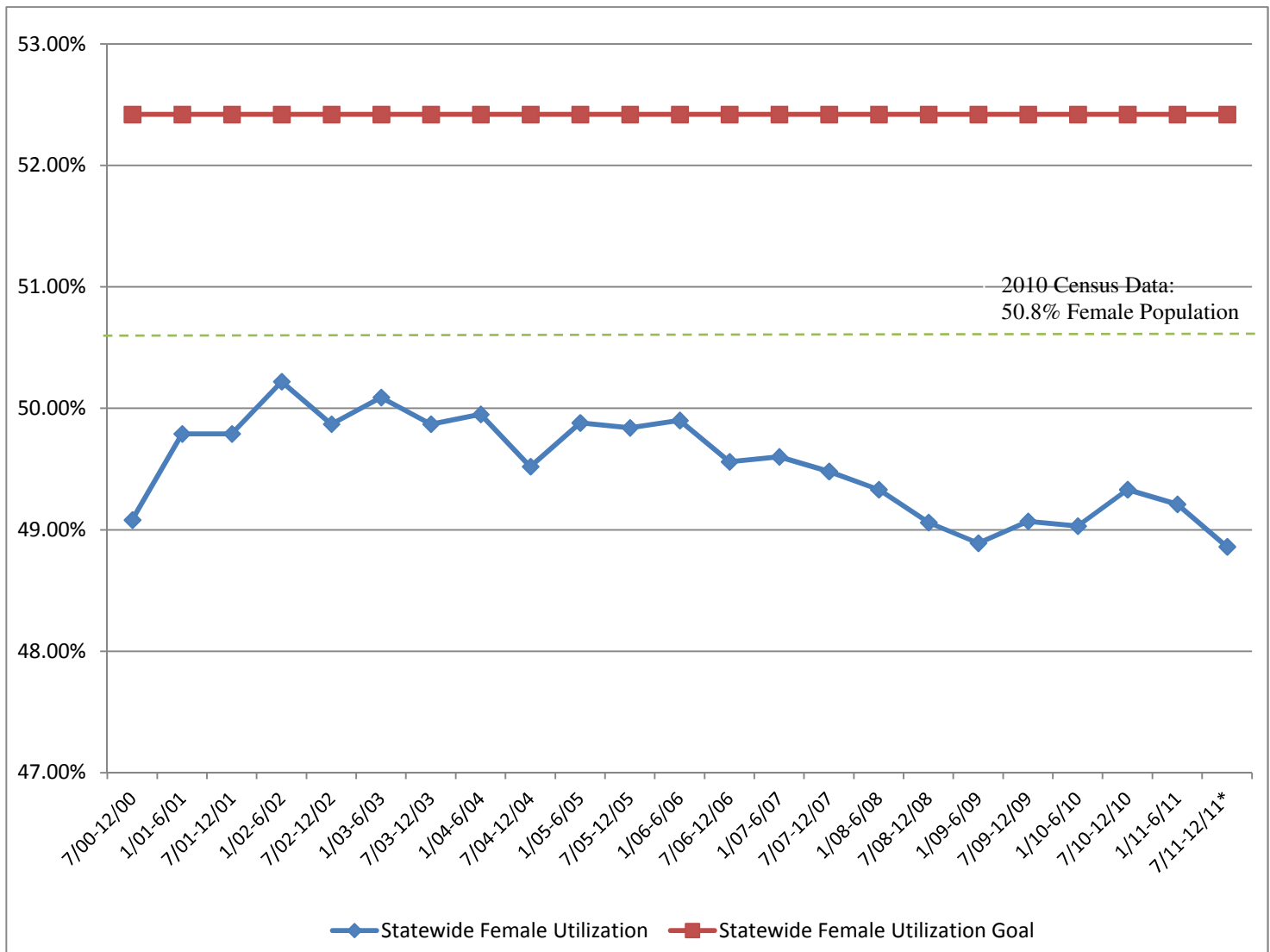
ECO	- Economic Development
EDU	- Education
EE	- Energy & Environment
FA	- Finance & Administration
GG	- General Government
HFS	- Health & Family Services
JPS	- Justice & Public Safety
LAB	- Labor
PER	- Personnel
PP	- Public Protection
TAH	- Tourism, Arts & Heritage
TRAN	- Transportation

MINORITY UTILIZATION TREND FOR DECEMBER 2000 – DECEMBER 2011



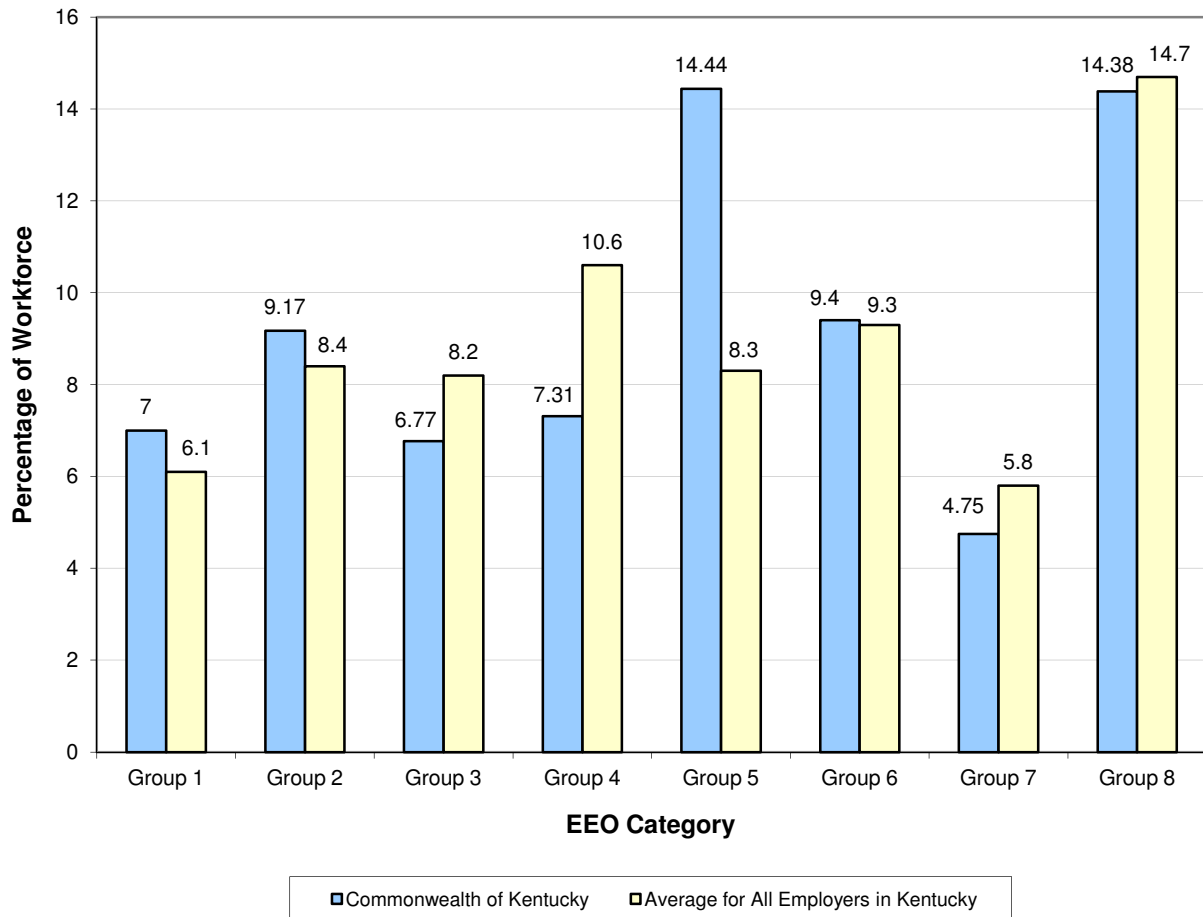
* December 2011 data excludes employees from the Unified Prosecutorial System and the various offices of the Constitutional Officers (Secretary of State, Attorney General, Auditor of Public Accounts, State Treasurer and Commissioner of Agriculture).

FEMALE UTILIZATION TREND FOR DECMEBER 2000 – DECEMBER 2011



* December 2011 data excludes employees from the Unified Prosecutorial System and the various offices of the Constitutional Officers (Secretary of State, Attorney General, Auditor of Public Accounts, State Treasurer and Commissioner of Agriculture).

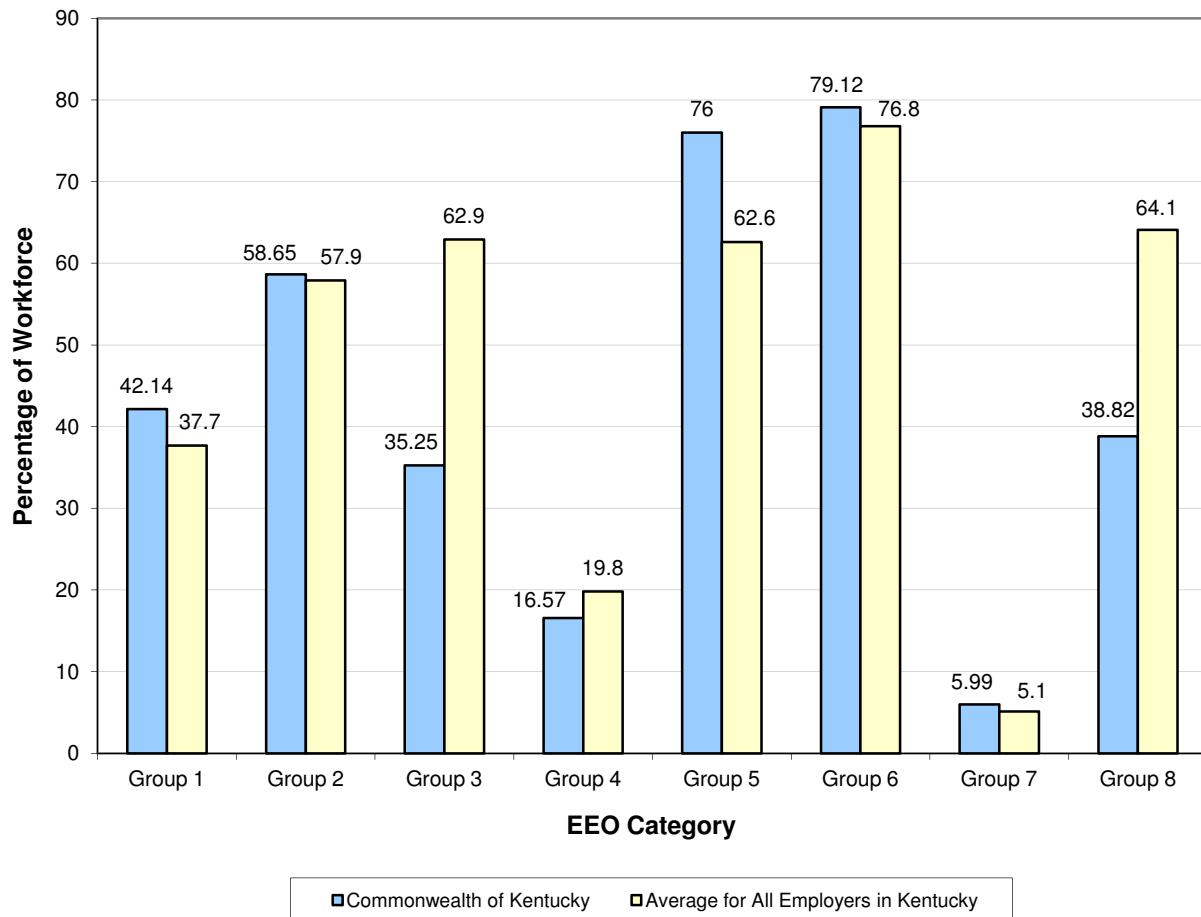
COMMONWEALTH MINORITY UTILIZATION COMPARISON WITH KENTUCKY AVERAGE BY EEO CATEGORY⁴



- Group 1 – Officials & Administrators
- Group 2 – Professionals
- Group 3 – Technicians
- Group 4 – Protective Service Workers
- Group 5 – Paraprofessionals
- Group 6 – Office & Clerical Workers
- Group 7 – Skilled Workers
- Group 8 – Service Maintenance Workers

⁴ The overall state minority utilization by EEO Category is found on the US Census Bureau's EEO Data Tool (2008). More up to date data is expected to be published this year.

COMMONWEALTH FEMALE UTILIZATION COMPARISON WITH KENTUCKY AVERAGE BY EEO CATEGORY⁵

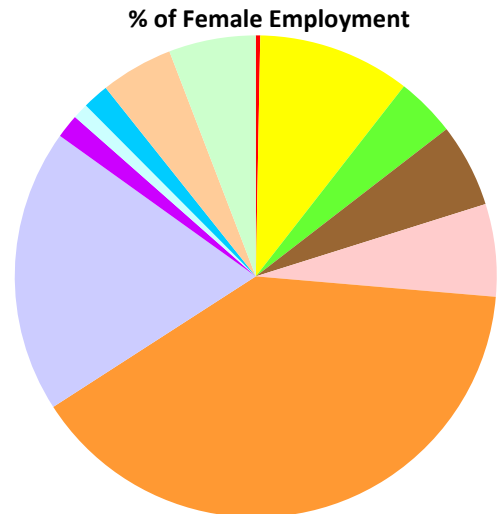
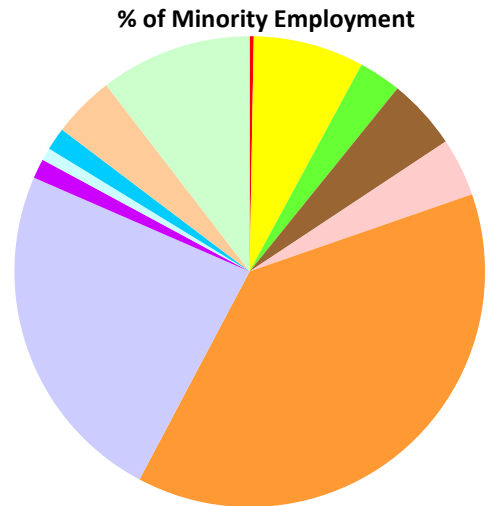
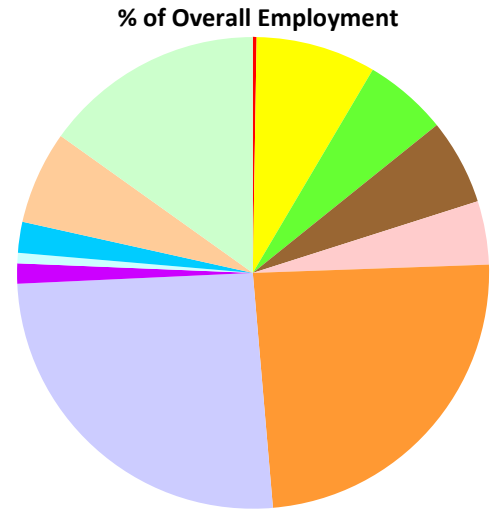


- Group 1 – Officials & Administrators
- Group 2 – Professionals
- Group 3 – Technicians
- Group 4 – Protective Service Workers
- Group 5 – Paraprofessionals
- Group 6 – Office & Clerical Workers
- Group 7 – Skilled Workers
- Group 8 – Service Maintenance Workers

⁵ The overall state female utilization by EEO Category is found on the US Census Bureau's EEO Data Tool (2008). More up to date data is expected to be published this year.

PERCENTAGE OF STATE EMPLOYMENT & UTILIZATION BY CABINET

Cabinet	% Overall Employment	% Minority Employment	% Female Employment
ECO	0.25%	0.28%	0.30%
EDU	8.23%	7.61%	10.24%
EE	5.74%	2.90%	4.00%
FA	5.88%	4.88%	5.62%
GG	4.35%	4.00%	6.19%
HFS	24.20%	38.08%	39.55%
JUS	25.61%	23.78%	19.03%
LAB	1.38%	1.34%	1.58%
PER	0.71%	0.88%	1.06%
PP	2.12%	1.56%	1.75%
TAH	6.39%	4.25%	4.86%
TRAN	15.14%	10.44%	5.84%

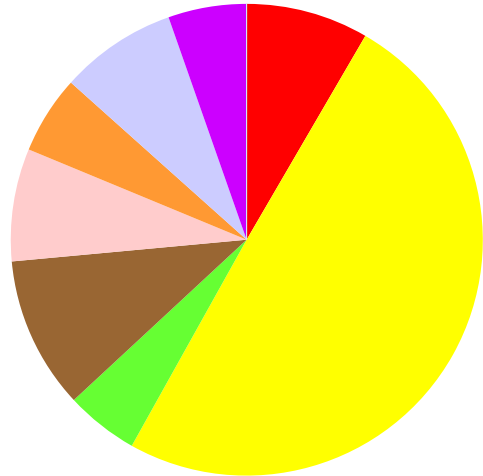


PERCENTAGE OF STATE EMPLOYMENT & UTILIZATION BY JOB CATEGORY

EEO Job Category	% Overall	% Minority	% Female
Group 1	8.38%	6.51%	7.23%
Group 2	49.71%	50.53%	59.67%
Group 3	5%	3.75%	3.61%
Group 4	10.44%	8.46%	3.54%
Group 5	7.71%	12.35%	12%
Group 6	5.36%	5.60%	8.69%
Group 7	8%	4.21%	0.98%
Group 8	5.39%	8.60%	4.28%
Group 9	0.0%	0.0%	0.0%

Group 1: Officials & Administrators
 Group 2: Professionals
 Group 3: Technicians
 Group 4: Protective Service Workers
 Group 5: Paraprofessionals
 Group 6: Office & Clerical
 Group 7: Skilled Workers
 Group 8: Service Maintenance
 Group 9: Other

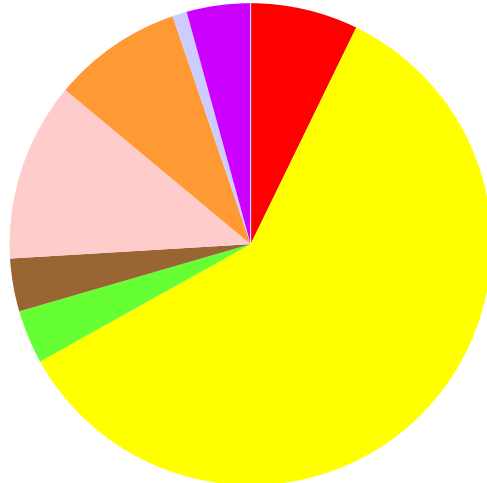
% of Overall Employment



% of Minority Employment



% of Female Employment



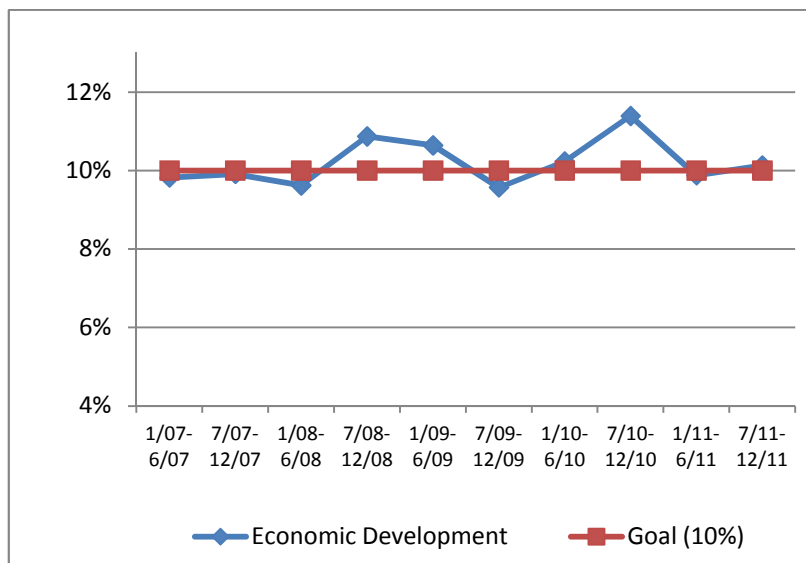
CABINET UTILIZATION

ECONOMIC DEVELOPMENT CABINET

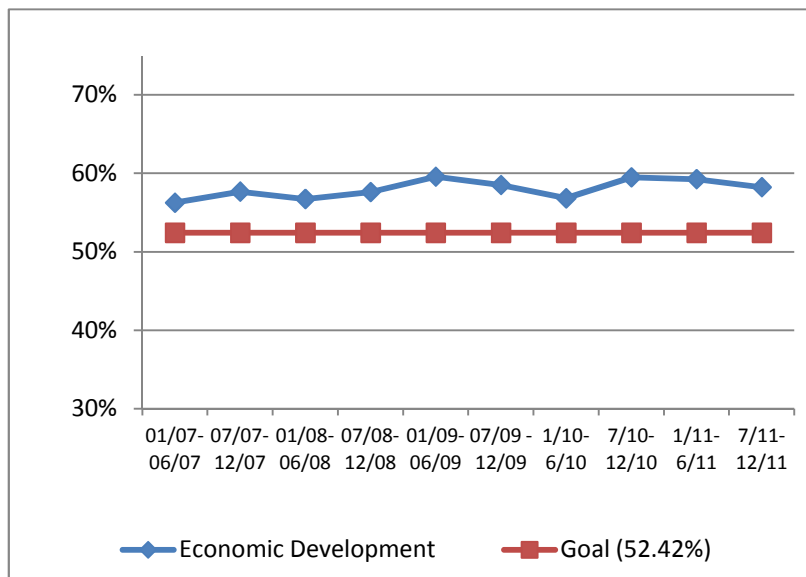
July - December 2011 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	25	2	8%	10.00%	0.5	6.1%	7	28%	52.42%	6.1	37.7%
EEO GRP 2: PROFESSIONAL	45	5	11.11%	10.00%	0.0	8.4%	32	71.11%	52.42%	0.0	57.9%
EEO GRP 3: TECHNICIANS	2	0	0.0%	10.00%	0.2	8.2%	1	50%	52.42%	0.05	62.9%
EEO GRP 4: PROTECT SERV WRKR	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 5: PARA PROFESSIONAL	1	0	0.0%	10.00%	0.1	8.3%	1	100%	52.42%	0.0	62.6%
EEO GRP 6: OFFICE & CLERICAL	4	0	0.0%	10.00%	0.4	9.3%	4	100%	52.42%	0	76.8%
EEO GRP 7: SKILLED WORKER	1	0	0.0%	10.00%	0.1	5.8%	1	100	52.42%	0	5.1%
EEO GRP 8: SERVICE MAINTENANCE	1	1	100%	10.00%	0.0	14.7%	0	0.0%	52.42%	0.6	64.1%
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--	--	--
TOTAL	79	8	10.13%	10.00%	0.0		46	58.23%	52.42%	0.0	
JUNE 2011 TOTAL	81	8	9.88%	10.00%	0.1		48	59.26%	52.42%	0.0	
CHANGES	-3	0	0.25%		-0.1		-2	-0.03%		0	

Economic Development Minority Utilization Trend



Economic Development Female Utilization Trend

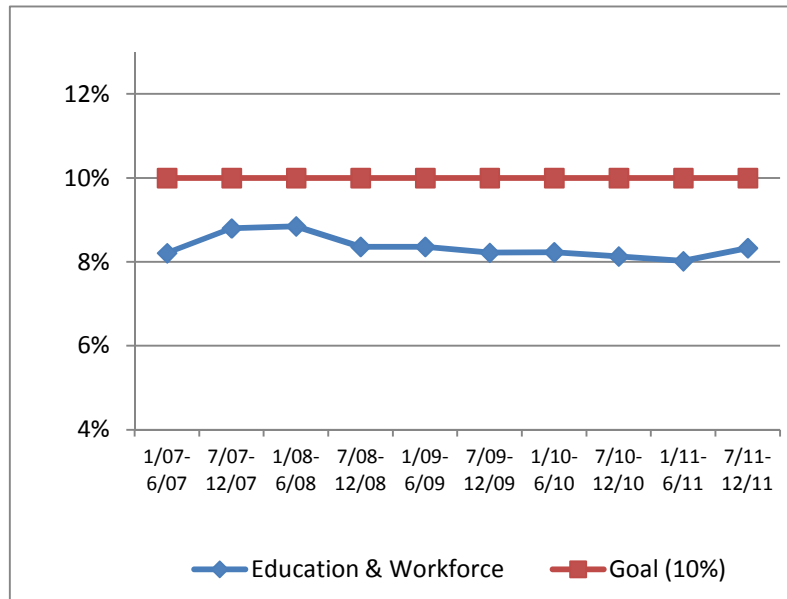


EDUCATION & WORKFORCE DEVELOPMENT CABINET

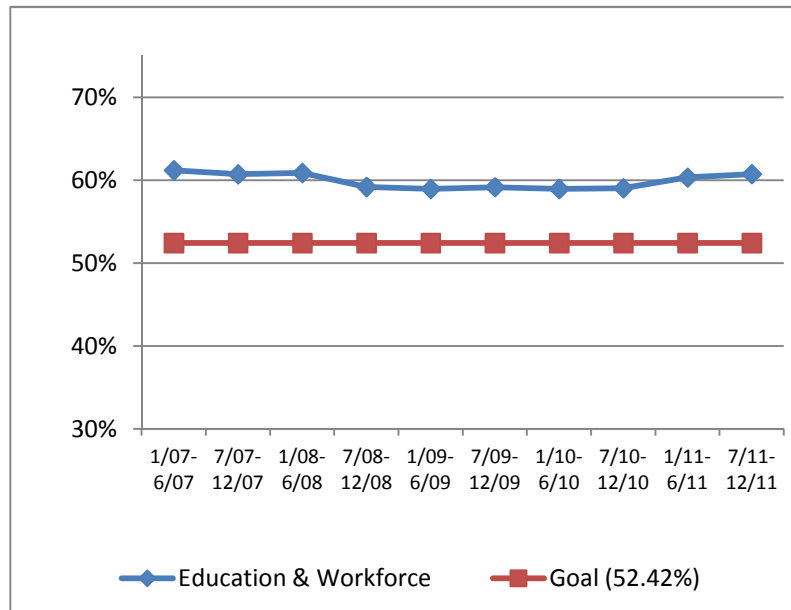
July – December 2011 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	294	29	9.86%	10.00%	0.4	6.1%	173	58.84%	52.42%	0.0	37.7%
EEO GRP 2: PROFESSIONAL	1,903	146	7.67%	10.00%	44.3	8.4%	1,161	61.01%	52.42%	0.0	57.9%
EEO GRP 3: TECHNICIANS	88	8	9.09%	10.00%	0.8	8.2%	54	61.36%	52.42%	0.0	62.9%
EEO GRP 4: PROTECT SERV WRKR	8	1	12.5	10.00%	0.0	10.6%	1	12.5%	52.42%	3.2	19.8%
EEO GRP 5: PARA PROFESSIONAL	65	11	16.92%	10.00%	0.0	8.3%	44	67.69%	52.42%	0	62.6%
EEO GRP 6: OFFICE & CLERICAL	119	9	7.56%	10.00%	2.9	9.3%	110	92.44%	52.42%	0	76.8%
EEO GRP 7: SKILLED WORKER	15	1	6.67%	10.00%	0.5	5.8%	1	6.67	52.42%	6.9	5.1%
EEO GRP 8: SERVICE MAINTENANCE	88	10	11.36%	10.00%	0.0	14.7%	23	26.14%	52.42%	23.1	64.1%
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--	--	--
TOTAL	2,580	215	8.33%	10.00%	43		1,567	60.74%	52.42%	0.0	
JUNE 2011 TOTAL	2,631	211	8.02%	10.00%	52.1		1,587	60.32%	52.42%	0.0	
CHANGES	-51	4	0.31%		-9		20	0.42%		0	

Education & Workforce Development Minority Utilization Trend



Education & Workforce Development Female Utilization Trend

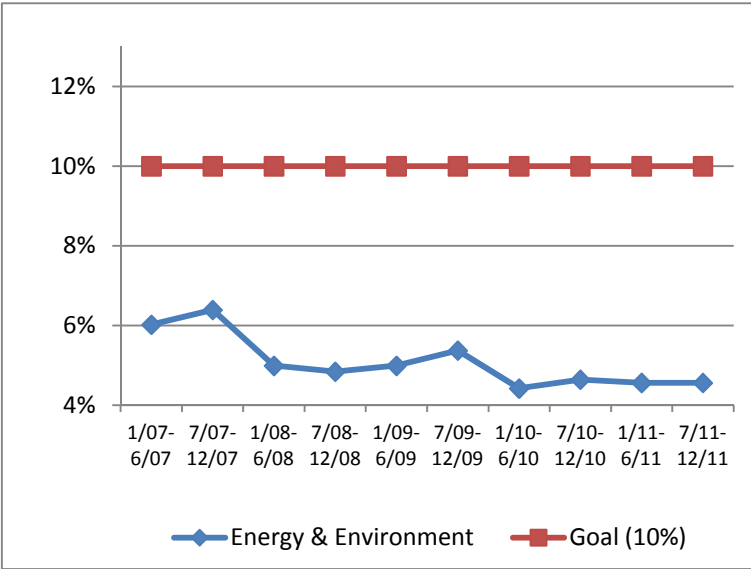


ENERGY & ENVIRONMENT CABINET

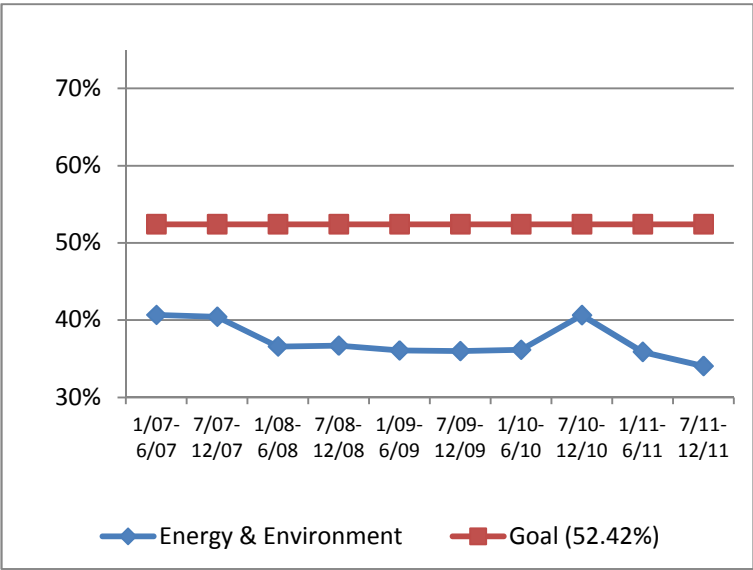
July – December 2011 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	257	12	4.67%	10.00%	13.7	6.1%	81	31.52%	52.42%	53.7	37.7%
EEO GRP 2: PROFESSIONAL	1,255	62	4.94%	10.00%	63.5	8.4%	480	38.25%	52.42%	177.9	57.9%
EEO GRP 3: TECHNICIANS	145	3	2.07%	10.00%	11.5	8.2%	480	38.25%	52.42%	60	62.9%
EEO GRP 4: PROTECT SERV WRKR	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 5: PARA PROFESSIONAL	6	0	0.0%	10.00%	0.6	8.3%	5	83.33%	52.42%	0	62.6%
EEO GRP 6: OFFICE & CLERICAL	27	1	3.7%	10.00%	1.7	9.3%	22	81.48%	52.42%	0	76.8%
EEO GRP 7: SKILLED WORKER	16	0	0.0%	10.00%	1.6	5.8%	6	37.5%	52.42%	2.4	5.1%
EEO GRP 8: SERVICE MAINTENANCE	92	4	4.35%	10.00%	5.2	14.7%	2	2.17	52.42%	46.2	64.1%
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--	--	--
TOTAL	1,798	82	4.56%	10.00%	97.8		612	34.04%	52.42%	330.6	
JUNE 2011 TOTAL	1,711	78	4.56%	10.00%	93.1		614	35.89%	52.42%	282.9	
CHANGES	87	4	0.0%		4.7		-2	-1.85%		44.7	

Energy & Environment Minority Utilization Trend



Energy & Environment Female Utilization Trend

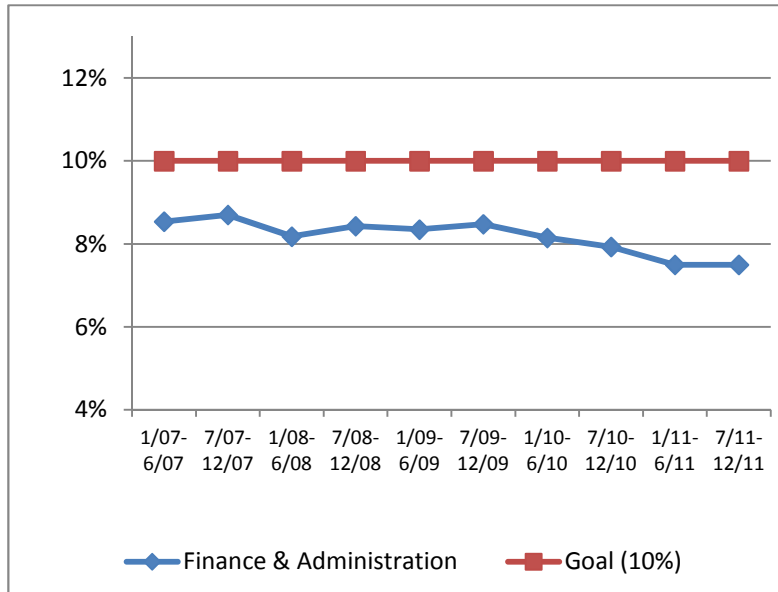


FINANCE & ADMINISTRATION CABINET

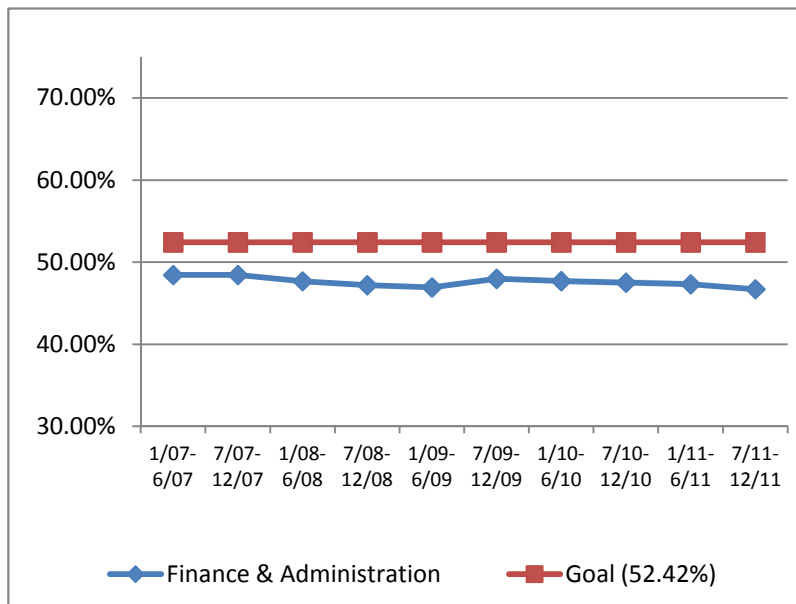
July - December 2011 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	297	24	8.08%	10.00%	5.7	6.1%	121	40.74%	52.42%	34.7	37.7%
EEO GRP 2: PROFESSIONAL	1,038	69	6.65%	10.00%	34.8	8.4%	565	54.42%	52.42%	0	57.9%
EEO GRP 3: TECHNICIANS	222	19	8.56%	10.00%	3.2	8.2%	79	35.59%	52.42%	37.4	62.9%
EEO GRP 4: PROTECT SERV WRKR	--	-	--	--	--	--	--	--	--	--	--
EEO GRP 5: PARA PROFESSIONAL	46	4	8.7%	10.00%	0.6	8.3%	29	63.04%	52.42%	0.0	62.6%
EEO GRP 6: OFFICE & CLERICAL	81	11	13.58%	10.00%	0.0	9.3%	47	58.02%	52.42%	0.0	76.8%
EEO GRP 7: SKILLED WORKER	113	2	1.77%	10.00%	9.3	5.8%	5	4.42%	52.42%	54.2	5.1%
EEO GRP 8: SERVICE MAINTENANCE	44	9	20.45%	10.00%	0	14.7%	14	31.82%	52.42%	9.1	64.1%
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--	--	--
TOTAL	1,841	138	7.5%	10.00%	46.1		860	46.71%	52.42%	105.1	
JUNE 2011 TOTAL	1,866	140	7.5%	10.00%	46.6		883	47.32%	52.42%	95.2	
CHANGES	-25	-2	0.0%		-0.5		23	-0.61%		9.9	

Finance & Administration Minority Utilization Trend



Finance & Administration Female Utilization Trend

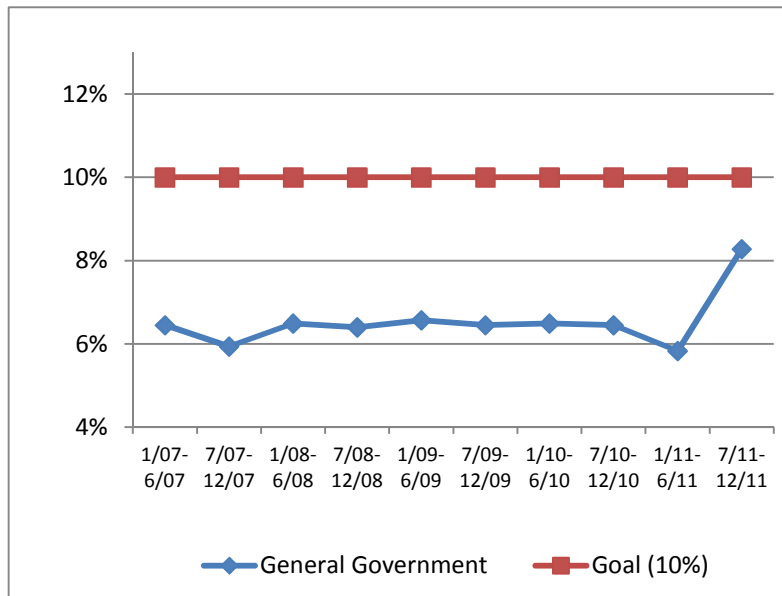


GENERAL GOVERNMENT

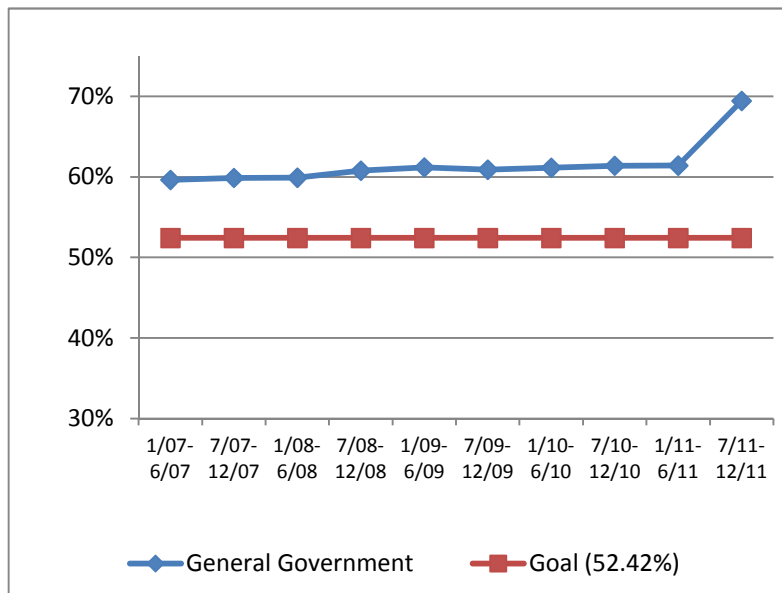
July – December 2011 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	169	14	8.28%	10.00%	2.9	6.1%	73	43.2%	52.42%	15.6	37.7%
EEO GRP 2: PROFESSIONAL	492	37	7.52%	10.00%	12.2	8.4%	356	72.36%	52.42%	0.0	57.9%
EEO GRP 3: TECHNICIANS	103	4	3.88%	10.00%	6.3	8.2%	84	81.55%	52.42%	0.0	62.9%
EEO GRP 4: PROTECT SERV WRKR	32	3	9.38%	10.00%	0.2	10.6%	2	6.25%	52.42%	14.8	19.8%
EEO GRP 5: PARA PROFESSIONAL	294	35	11.9%	10.00%	0.0	8.3%	266	90.48%	52.42%	0.0	62.6%
EEO GRP 6: OFFICE & CLERICAL	44	4	9.09%	10.00%	0.4	9.3%	39	88.64%	52.42%	0.0	76.8%
EEO GRP 7: SKILLED WORKER	45	5	11.11%	10.00%	0.0	5.8%	10	22.22%	52.42%	13.6	5.1%
EEO GRP 8: SERVICE MAINTENANCE	185	11	5.95%	10.00%	7.5	14.7%	117	63.24%	52.42%	0.0	64.1%
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--	--	--
DECEMBER 2011 TOTAL (without UPS and Constitutional Officers)	1,364	113	8.28%	10.00%	23.4		947	69.43%	52.42%	0.0	
DECEMBER 2011 TOTAL (previous reporting configuration)	3,097	179	5.78%	10.00%	130.7		1,894	61.16%	52.42%	0.0	
JUNE 2011 TOTAL	3,104	181	5.83%	10.00%	129.4		1,906	61.4%	52.42%	0.0	
CHANGES	--	--	--		--		--	--	--	--	

General Government Minority Utilization Trend⁶



General Government Female Utilization Trend⁷



⁶ Beginning this reporting period, employees with the United Prosecutorial Service, the Attorney General, the Secretary of State, the State Treasurer, the Commissioner of Agriculture and the State Auditor were not included in the count for General Government. (Please see page 5 for an explanation of this change in the reporting format.)

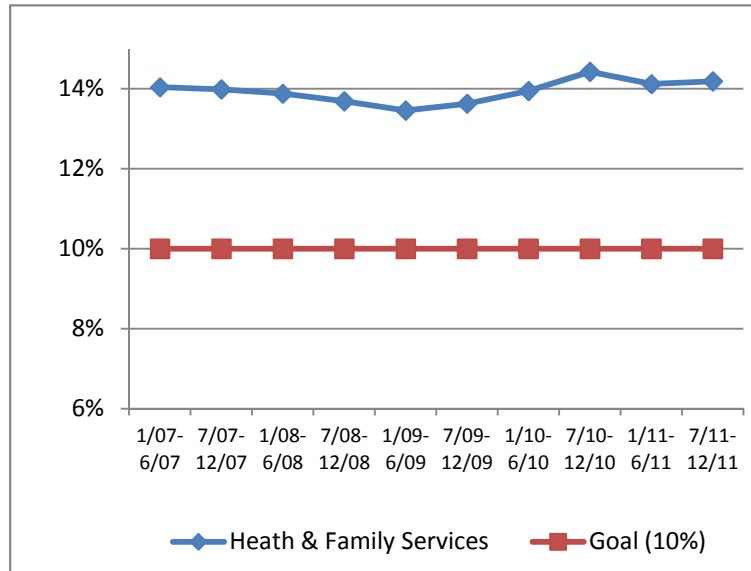
⁷ *Ibid....*

HEALTH & FAMILY SERVICES CABINET

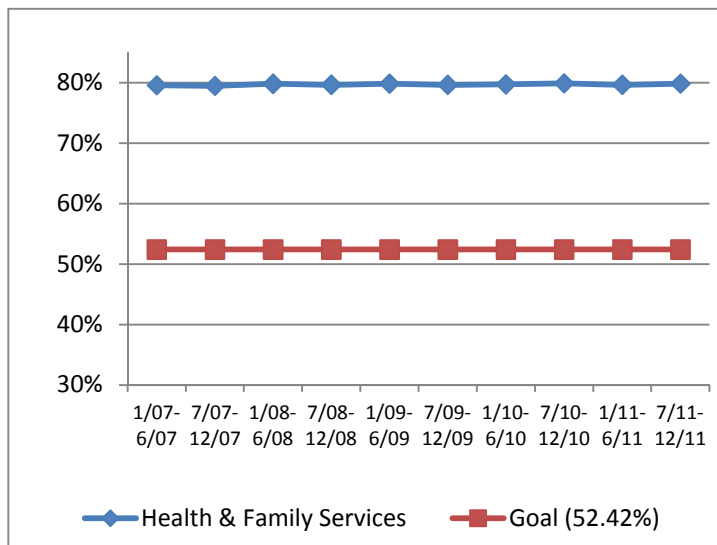
July - December 2011 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	438	36	8.22%	10.00%	7.8	6.1%	285	65.07%	52.42%	0.0	37.7%
EEO GRP 2: PROFESSIONAL	4,439	538	12.12%	10.00%	0.0	8.4%	3,576	80.56%	52.42%	0.0	57.9%
EEO GRP 3: TECHNICIANS	155	18	11.61%	10.00%	0.0	8.2%	89	57.42%	52.42%	0.0	62.9%
EEO GRP 4: PROTECT SERV WRKR	82	15	18.29%	10.00%	0.0	10.6%	31	37.8%	52.42%	12	19.8%
EEO GRP 5: PARA PROFESSIONAL	1,603	265	16.53%	10.00%	0.0	8.3%	1,356	84.59%	52.42%	0.0	62.6%
EEO GRP 6: OFFICE & CLERICAL	550	64	11.64%	10.00 %	0.0	9.3%	528	96%	52.42%	0.0	76.8%
EEO GRP 7: SKILLED WORKER	58	7	12.07%	10.00%	0.0	5.8%	11	18.97%	52.42%	19.4	5.1%
EEO GRP 8: SERVICE MAINTENANCE	259	133	51.35%	10.00%	0.0	14.7%	179	69.11%	52.42%	0.0	64.1%
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--	--	--
TOTAL	7,584	1,076	14.19%	10.00%	0.0		6,055	79.84%	52.42%	0.0	
JUNE 2011 TOTAL	7,571	1,069	14.12%	10.00%	0.0		6,030	79.65%	52.42%	0.0	
CHANGES	13	7	0.07%		0		25	0.19%		0	

Health & Family Services Minority Utilization Trend



Health & Family Services Female Utilization Trend

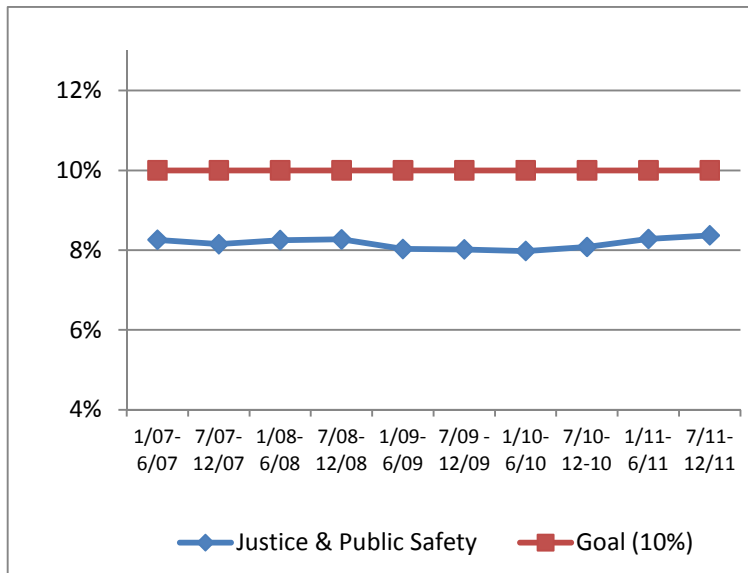


JUSTICE & PUBLIC SAFETY CABINET

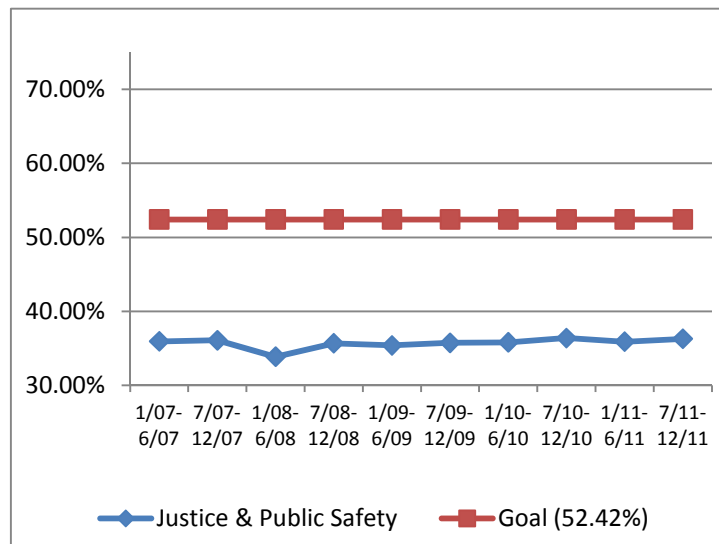
July - December 2011 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	405	38	9.38%	10.00%	2.5	6.1%	158	39.01%	52.42%	54.3	37.7%
EEO GRP 2: PROFESSIONAL	3,526	356	10.1%	10.00%	0.0	8.4%	1,655	46.94%	52.42%	193.3	57.9%
EEO GRP 3: TECHNICIANS	199	10	5.03%	10.00%	9.9	8.2%	102	51.26%	52.42%	2.3	62.9%
EEO GRP 4: PROTECT SERV WRKR	2,949	213	7.22%	10.00%	81.9	10.6%	499	16.92%	52.42%	1,046.9	19.8%
EEO GRP 5: PARA PROFESSIONAL	138	24	17.39%	10.00%	0.0	8.3%	61	44.2%	52.42%	11.3	62.6%
EEO GRP 6: OFFICE & CLERICAL	544	26	4.78%	10.00%	28.4	9.3%	382	70.22%	52.42%	0.0	76.8%
EEO GRP 7: SKILLED WORKER	202	3	1.49%	10.00%	17.2	5.8%	39	19.31%	52.42%	66.9	5.1%
EEO GRP 8: SERVICE MAINTENANCE	63	2	3.17%	10.00%	4.3	14.7%	17	26.98%	52.42%	16	64.1%
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--	--	--
TOTAL	8,026	672	8.37%	10.00%	130.6		2,913	36.29%	52.42%	1,294.3	
JUNE 2011 TOTAL	8,030	665	8.28%	10.00%	138		2,883	35.9%	52.42%	1,326.4	
CHANGES`	-4	13	0.09%		-7.4		30	0.39%		-32.1	

Justice & Public Safety Minority Utilization Trend



Justice & Public Safety Female Utilization Trend

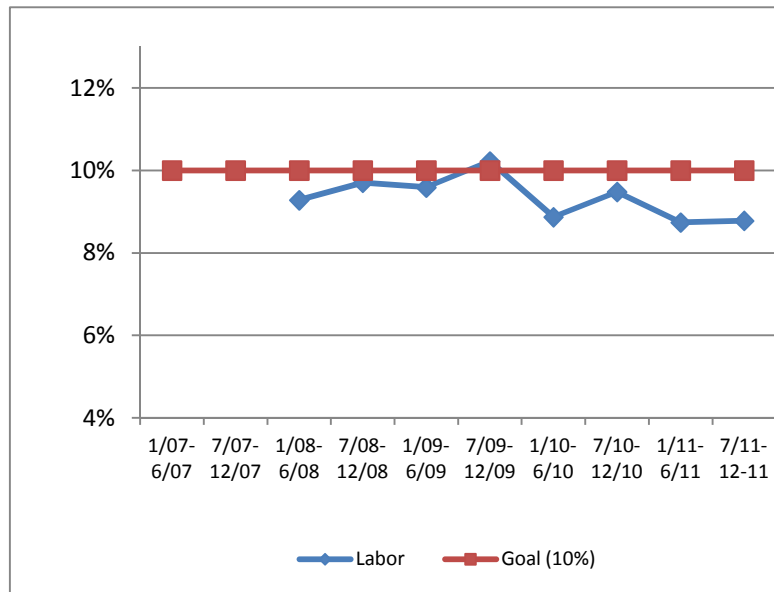


LABOR CABINET

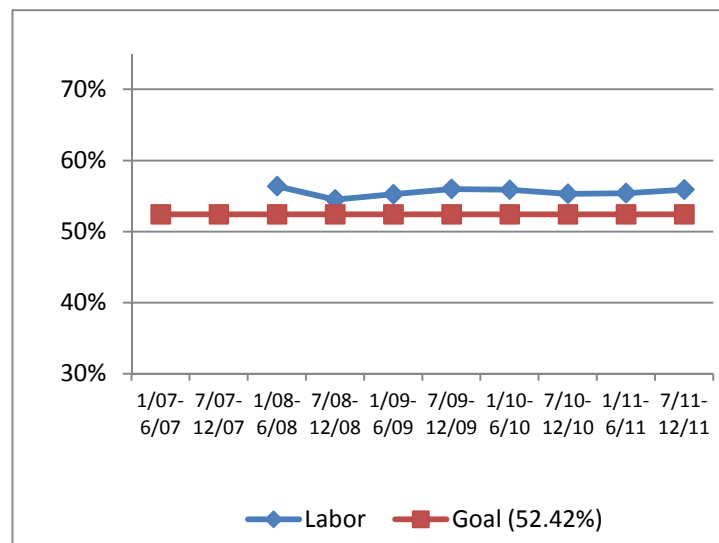
July - December 2011 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	61	2	3.28%	10.00%	4.1	6.1%	32	52.46%	52.42%	0.0	37.7%
EEO GRP 2: PROFESSIONAL	278	27	9.71%	10.00%	0.8	8.4%	149	53.6%	52.42%	0.0	57.9%
EEO GRP 3: TECHNICIANS	34	7	20.59%	10.00%	0.0	8.2%	15	44.12%	52.42%	2.8	62.9%
EEO GRP 4: PROTECT SERV WRKR	11	0	0%	10.00%	1.1	10.6%	1	9.09%	52.42%	4.8	19.8%
EEO GRP 5: PARA PROFESSIONAL	16	0	0%	10.00%	1.6	8.3%	15	93.75	52.42%	0	62.6%
EEO GRP 6: OFFICE & CLERICAL	27	2	7.41%	10.00%	0.7	9.3%	27	100%	52.42%	0	76.8%
EEO GRP 7: SKILLED WORKER	2	0	0%	10.00%	0.2	5.8%	1	50%	52.42%	0.1	5.1%
EEO GRP 8: SERVICE MAINTENANCE	4	0	0%	10.00%	0.4	14.7%	2	50%	52.42%	0.1	64.1%
EEO GRP 9: OTHER	-	--	--	--	--	--	--	--	--	--	--
TOTAL	433	38	8.78%	10.00%	5.3		242	55.89%	52.42%	0.0	
JUNE 2011 TOTAL	435	38	8.74%	10.00%	5.5		241	55.4%	52.42%	0.0	
CHANGES	-2	0	0.04%		-0.2		1	0.49%		0	

Labor Minority Utilization Trend⁸



Labor Female Utilization Trend⁹



⁸ The Labor Cabinet was created in early 2008 and therefore no trend information exists before the 06/08 reporting period.

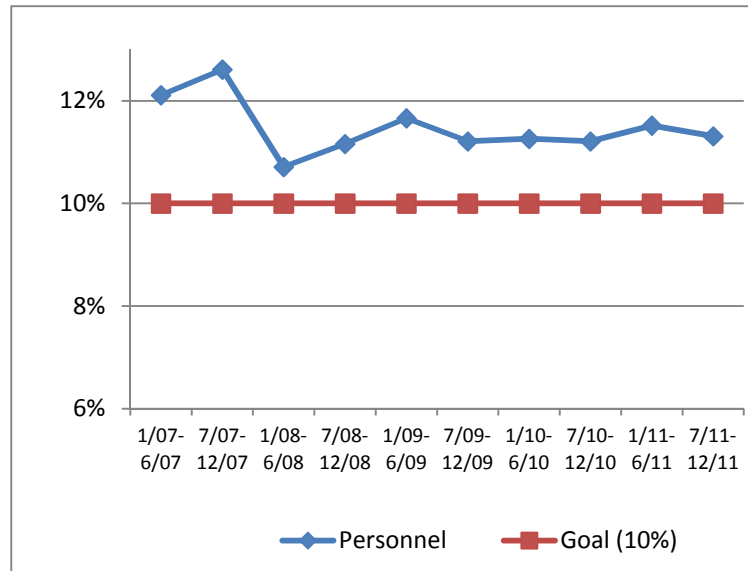
⁹ *Ibid...*

PERSONNEL CABINET

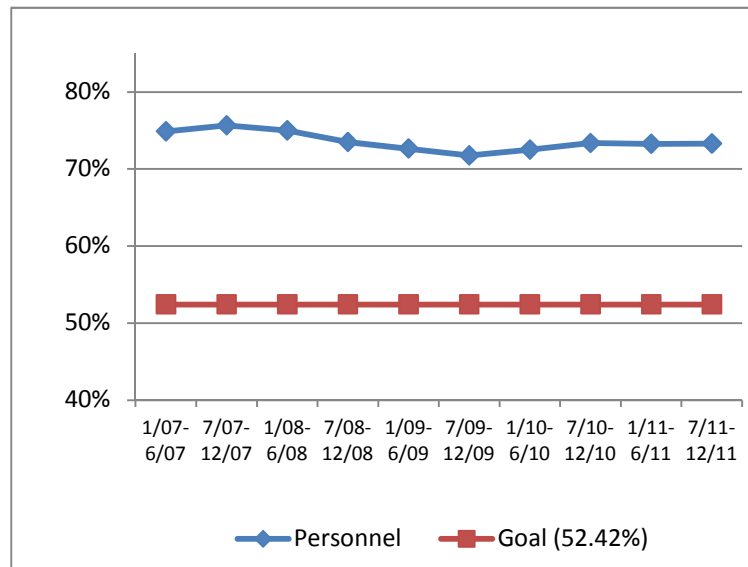
July - December 2011 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	42	3	7.14%	10.00%	1.2	6.1%	20	47.62%	52.42%	2	37.7%
EEO GRP 2: PROFESSIONAL	164	20	12.2%	10.00%	0.0	8.4%	133	81.1%	52.42%	0.0	57.9%
EEO GRP 3: TECHNICIANS	10	2	20%	10.00%	0.0	8.2%	5	50%	52.42%	0.2	62.9%
EEO GRP 4: PROTECT SERV WRKR	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 5: PARA PROFESSIONAL	1	0	0%	10.00%	0.1	8.3%	1	100%	52.42%	0.0	62.6%
EEO GRP 6: OFFICE & CLERICAL	4	0	0%	10.00%	0.4	9.3%	2	50%	52.42%	0.1	76.8%
EEO GRP 7: SKILLED WORKER	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 8: SERVICE MAINTENANCE	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--	--	--
TOTAL	221	25	11.31%	10.00%	0.0		162	73.3%	52.42%	0.0	
JUNE 2011 TOTAL	217	25	11.52%	10.00%	0.0		159	73.27%	52.42%	0.0	
CHANGES	4	0	-0.21%		0		3	0.03%		0	

Personnel Minority Utilization Trend



Personnel Female Utilization Trend

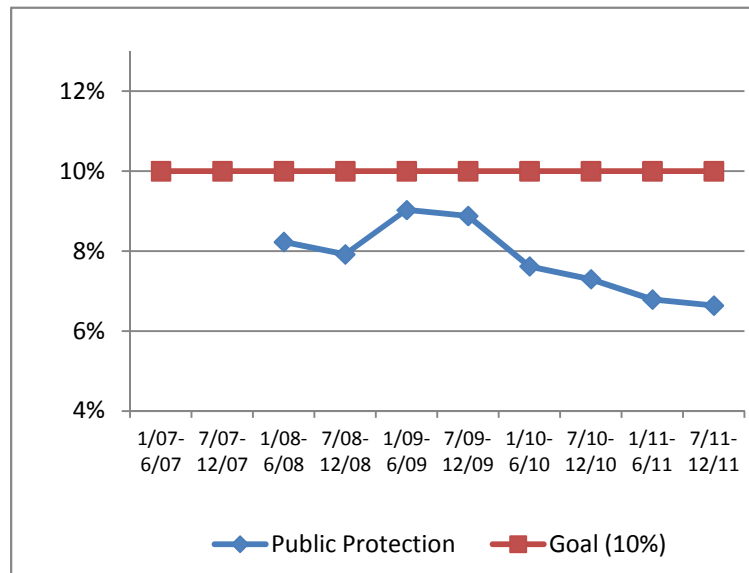


PUBLIC PROTECTION CABINET

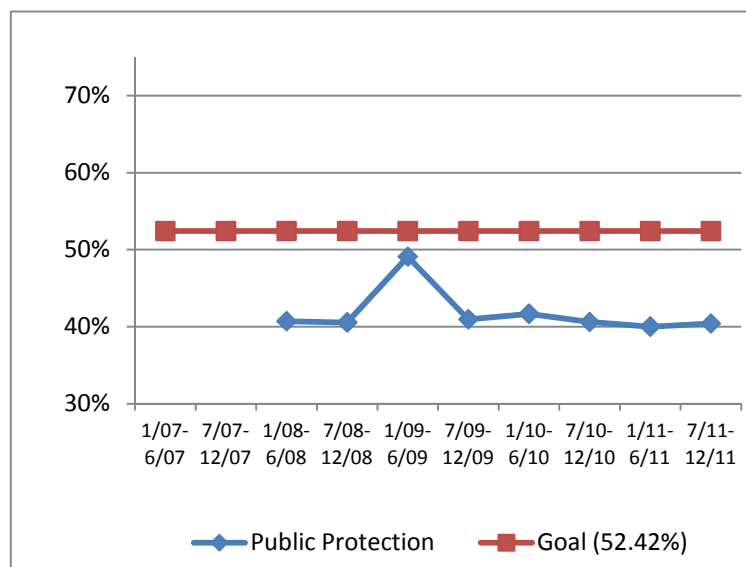
July - December 2011 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	116	9	7.76%	10.00%	2.6	6.1%	38	32.76%	52.42%	22.8	37.7%
EEO GRP 2: PROFESSIONAL	325	26	8%	10.00%	6.5	8.4%	196	60.31%	52.42%	0.0	57.9%
EEO GRP 3: TECHNICIANS	164	8	4.88%	10.00%	8.9	8.2%	17	10.37%	52.42%	69	62.9%
EEO GRP 4: PROTECT SERV WRKR	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 5: PARA PROFESSIONAL	4	0	0%	10.00%	0.4	8.3%	4	100%	52.42%	0.0	62.6%
EEO GRP 6: OFFICE & CLERICAL	13	0	0%	10.00%	1.3	9.3%	10	76.92%	52.42%	0.0	76.8%
EEO GRP 7: SKILLED WORKER	36	0	0%	10.00%	3.6	5.8%	3	8.33%	52.42%	15.9	5.1%
EEO GRP 8: SERVICE MAINTENANCE	5	1	20%	10.00%	0.0	14.7%	0	0%	52.42%	2.6	64.1%
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--	--	--
TOTAL	663	44	6.64%	10.00%	26.3		268	40.42%	52.42%	76.6	
JUNE 2011 TOTAL	677	46	6.79%	10.00%	21.7		271	40.03%	52.42%	83.9	
CHANGES	-14	-2	-0.15%		4.6		-3	0.39%		7.3	

Public Protection Minority Utilization Trend¹⁰



Public Protection Female Utilization Trend¹¹



¹⁰ The Public Protection Cabinet was created in early 2008 and therefore no trend information exists before the 06/08 reporting period.

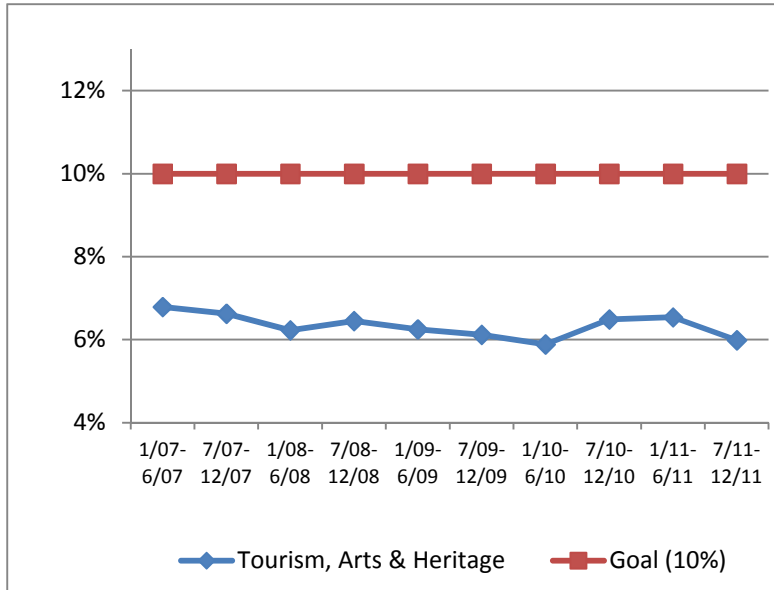
¹¹ *Ibid...*

TOURISM, ARTS & HERITAGE CABINET

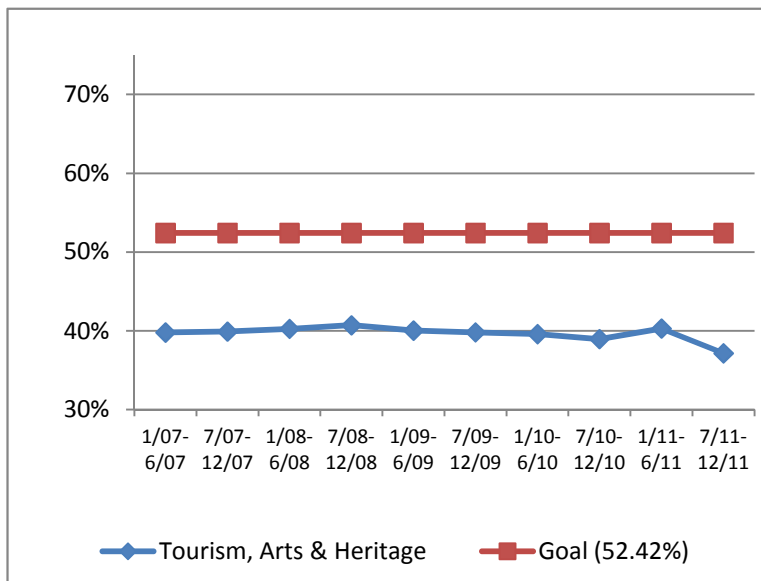
July - December 2011 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	190	8	4.21%	10.00%	11	6.1%	59	31.05%	52.42%	40.6	37.7%
EEO GRP 2: PROFESSIONAL	452	23	5.09%	10.00%	22.2	8.4%	224	49.56%	52.42%	12.9	57.9%
EEO GRP 3: TECHNICIANS	63	4	6.35%	10.00%	2.3	8.2%	16	25.4%	52.42%	17	62.9%
EEO GRP 4: PROTECT SERV WRKR	184	6	3.26%	10.00%	12.4	10.6%	7	3.8%	52.42%	89.5	19.8%
EEO GRP 5: PARA PROFESSIONAL	141	2	1.42%	10.00%	12.1	8.3%	36	25.53%	52.42%	37.9	62.6%
EEO GRP 6: OFFICE & CLERICAL	144	6	4.17%	10.00%	8.4	9.3%	107	74.31%	52.42%	0.0	76.8%
EEO GRP 7: SKILLED WORKER	277	10	3.61%	10.00%	17.7	5.8%	27	9.75%	52.42%	118.2	5.1%
EEO GRP 8: SERVICE MAINTENANCE	551	61	11.07%	10.00%	0.0	14.7%	268	48.64	52.42%	0.0	64.1%
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--	--	--
TOTAL	2,002	120	5.99%	10.00%	80.2		744	37.16%	52.42%	305.5	
JUNE 2011 TOTAL	2,402	157	6.54%	10.00%	83.2		968	40.3%	52.42%	291.2	
CHANGES	-400	-37	-0.55%		-3		-224	-3.14%		-14.3	

Tourism, Arts & Heritage Minority Utilization Trend



Tourism, Arts & Heritage Female Utilization Trend

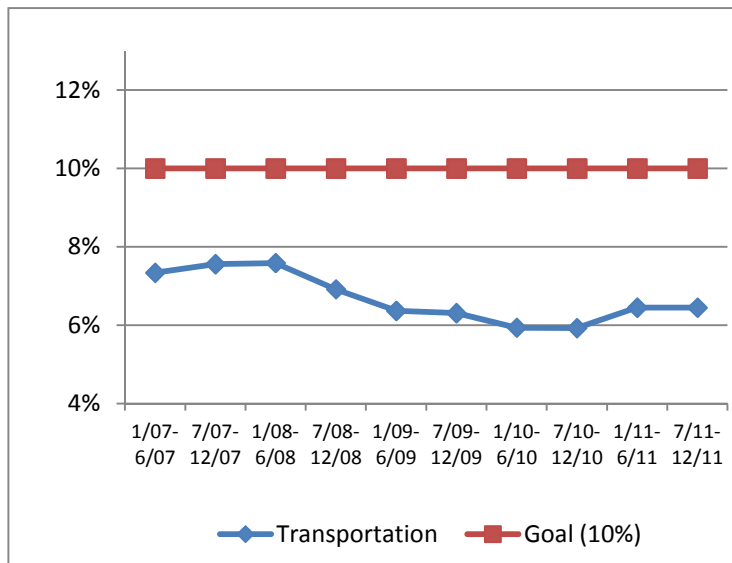


TRANSPORTATION CABINET

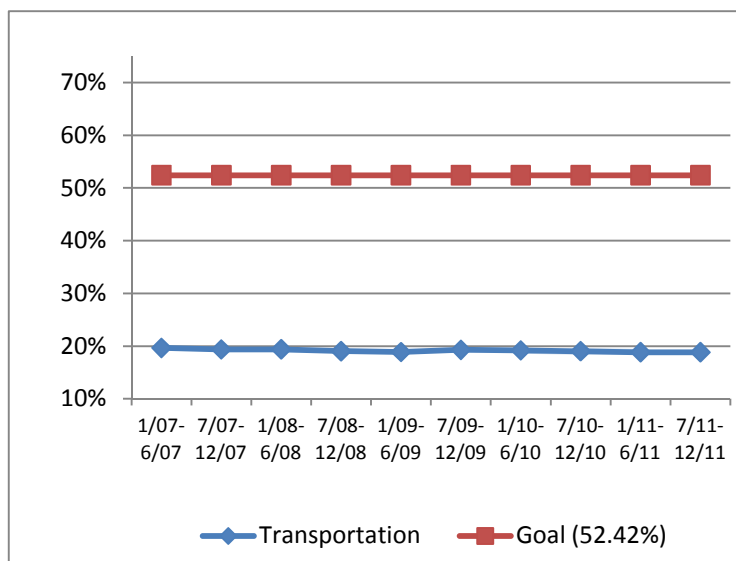
July - December 2011 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	333	8	2.4%	10.00%	25.3	6.1%	60	18.02%	52.42%	114.6	37.7%
EEO GRP 2: PROFESSIONAL	1,661	119	7.16%	10.00%	47.1	8.4%	609	36.66%	52.42%	261.7	57.9%
EEO GRP 3: TECHNICIANS	381	23	6.04%	10.00%	15.1	8.2%	74	19.42%	52.42%	125.7	62.9%
EEO GRP 4: PROTECT SERV WRKR	5	0	0%	10.00%	0.5	10.6%	1	20%	52.42%	1.6	19.8%
EEO GRP 5: PARA PROFESSIONAL	102	8	7.84%	10.00%	2.2	8.3%	19	18.63%	52.42%	34.5	62.6%
EEO GRP 6: OFFICE & CLERICAL	124	35	28.23%	10.00%	0.0	9.3%	51	41.13%	52.42%	14	76.8%
EEO GRP 7: SKILLED WORKER	1,741	91	5.23%	10.00%	83.1	5.8%	46	2.64%	52.42%	866.6	5.1%
EEO GRP 8: SERVICE MAINTENANCE	398	11	2.76%	10.00%	28.8	14.7%	34	8.54%	52.42%	174.6	64.1%
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--	--	--
TOTAL	4,745	295	6.22%	10.00%	179.5		894	18.84%	52.42%	1,593.4	
JUNE 2011 TOTAL	4,787	309	6.45%	10.00%	169.7		902	18.84%	52.42%	1,607.4	
CHANGES	-42	-14	-0.23%		9.8		8	0.0%		-14	

Transportation Minority Utilization Trend



Transportation Female Utilization Trend



APPENDIX 1 -SECRETARY OF STATE

July - December 2011 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	4	0	0.0%	10.00%	0.4	6.1%	2	50%	52.42%	0.1	37.7%
EEO GRP 2: PROFESSIONAL	23	1	4.38%	10.00%	1.3	8.4%	17	73.9%	52.42%	0.0	57.9%
EEO GRP 3: TECHNICIANS	3	0	0.0%	10.00%	0.3	8.2%	2	66.67%	52.42%	0.0	62.9%
EEO GRP 4: PROTECT SERV WRKR	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 5: PARA PROFESSIONAL	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 6: OFFICE & CLERICAL	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 7: SKILLED WORKER	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 8: SERVICE MAINTENANCE	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--	--	--
TOTAL	30	1	3.33%	10.00%	2		21	70%	52.42%	0.0	
JUNE 2011 TOTAL	--	--	--	--	--		--	--	--	--	
CHANGES	--	--	--	--	--		--	--	--	--	

APPENDIX 2 - ATTORNEY GENERAL

July - December 2011 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	46	3	6.5%	10.00%	1.6	6.1%	19	41.3%	52.42%	5.2	37.7%
EEO GRP 2: PROFESSIONAL	140	7	5%	10.00%	7	8.4%	73	52.14%	52.42%	0.4	57.9%
EEO GRP 3: TECHNICIANS	6	0	0.0%	10.00%	0.6	8.2%	1	16.67%	52.42%	2.2	62.9%
EEO GRP 4: PROTECT SERV WRKR	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 5: PARA PROFESSIONAL	3	1	33.33%	10.00%	0.0	8.3%	3	100%	52.42%	0.0	62.6%
EEO GRP 6: OFFICE & CLERICAL	5	0	0.0%	10.00%	0.5	9.3%	5	100%	52.42%	0.0	76.8%
EEO GRP 7: SKILLED WORKER	2	0	0.0	10.00%	0.2	5.8%	2	100%	52.42%	0.0	5.1%
EEO GRP 8: SERVICE MAINTENANCE	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--	--	--
TOTAL	202	11	5.45%	10.00%	9.2		103	51%	52.42%	2.9	
JUNE 2011 TOTAL	--	--	--	--	--		--	--	--	--	
CHANGES	--	--	--	--	--		--	--	--	--	

APPENDIX 3 - STATE TREASURER

July - December 2011 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	10	1	10%	10.00%	0.0	6.1%	5	50%	52.42%	0.3	37.7%
EEO GRP 2: PROFESSIONAL	18	1	5.6%	10.00%	0.8	8.4%	13	72.22%	52.42%	0.0	57.9%
EEO GRP 3: TECHNICIANS	2	0	0.0%	10.00%	0.2	8.2%	1	50%	52.42%	0.05	62.9%
EEO GRP 4: PROTECT SERV WRKR	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 5: PARA PROFESSIONAL	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 6: OFFICE & CLERICAL	2	0	0.0%	10.00%	0.0	9.3%	2	100%	52.42%	0.0	76.8%
EEO GRP 7: SKILLED WORKER	1	0	0.0%	10.00%	0.1	5.8%	0	0.0%	52.42%	.6	5.1%
EEO GRP 8: SERVICE MAINTENANCE	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--	--	--
TOTAL	33	2	6.06%	10.00%	1.3		21	63.64%	52.42%	0.0	
JUNE 2011 TOTAL	--	--	--	--	--		--	--	--	--	
CHANGES	--	--	--	--	--		--	--	--	--	

APPENDIX 4 - AUDITOR OF PUBLIC ACCOUNTS

July - December 2011 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	13	0	0.0%	10.00%	1.3	6.1%	6	46.15%	52.42%	0.9	37.7%
EEO GRP 2: PROFESSIONAL	116	6	5.17%	10.00%	5.6	8.4%	80	68.97%	52.42%	0.0	57.9%
EEO GRP 3: TECHNICIANS	1	0	0.0%	10.00%	0.0	8.2%	0	0.0%	52.42%	0.6	62.9%
EEO GRP 4: PROTECT SERV WRKR	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 5: PARA PROFESSIONAL	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 6: OFFICE & CLERICAL	2	1	50%	10.00%	0.0	9.3%	1	50%	52.42%	0.3	76.8%
EEO GRP 7: SKILLED WORKER	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 8: SERVICE MAINTENANCE	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--	--	--
TOTAL	132	7	5.3%	10.00%	6.2		87	65.91%	52.42%	0.0	
JUNE 2011 TOTAL	--	--	--	--	--		--	--	--	--	
CHANGES	--	--	--	--	--		--	--	--	--	

APPENDIX 5 - DEPARTMENT OF AGRICULTURE

July - December 2011 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	68	1	1.47%	10.00%	5.8	6.1%	16	23.53%	52.42%	19.7	37.7%
EEO GRP 2: PROFESSIONAL	73	7	9.59%	10.00%	0.3	8.4%	41	56.16^	52.42%	0.0	57.9%
EEO GRP 3: TECHNICIANS	109	2	1.83%	10.00%	8.9	8.2%	23	21.1%	52.42%	34.2	62.9%
EEO GRP 4: PROTECT SERV WRKR	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 5: PARA PROFESSIONAL	3	1	33.3%	10.00%	0.0	8.3%	3	100%	52.42%	0.0	62.6%
EEO GRP 6: OFFICE & CLERICAL	8	2	25%	10.00%	0.0	9.3%	8	100%	52.42%	0.0	76.8%
EEO GRP 7: SKILLED WORKER	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 8: SERVICE MAINTENANCE	3	1	33.3%	10.00%	0.0	14.7%	1	33.3%	52.42%	0.6	64.1%
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--	--	--
TOTAL	264	14	5.3	10.00%	12.4		92	38.8%	52.42%	46.4	
JUNE 2011 TOTAL	--	--	--	--	--		--	--	--	--	
CHANGES	--	--	--	--	--		--	--	--	--	

APPENDIX 6 - UNIFIED PROSECUTORIAL SYSTEM

July - December 2011 Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	MIN PROJ % GOAL	# MIN NEEDED	STATE MIN. AVG	FEMALE EMPS	% FEMALE	FEMALE PROJ % GOAL	# FEMALE NEEDED	STATE FEMALE AVG
EEO GRP 1: OFFICIALS & ADMIN	3	0	0.0%	10.00%	0.3	6.1%	2	66.66%	52.42%	0.0	37.7%
EEO GRP 2: PROFESSIONAL	666	20	3%	10.00%	46.6	8.4%	252	37.8%	52.42%	97.2	57.9%
EEO GRP 3: TECHNICIANS	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 4: PROTECT SERV WRKR	36	1	2.78%	10.00%	2.6	10.6%	14	38.89%	52.42%	4.9	19.8%
EEO GRP 5: PARA PROFESSIONAL	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 6: OFFICE & CLERICAL	367	10	2.7%	10.00%	26.7	9.3%	355	96.7%	52.42%	0.0	76.8%
EEO GRP 7: SKILLED WORKER	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 8: SERVICE MAINTENANCE	--	--	--	--	--	--	--	--	--	--	--
EEO GRP 9: OTHER	--	--	--	--	--	--	--	--	--	--	--
TOTAL	1,072	31	2.9%	10.00%	76.2		623	58.1%	52.42%	0.0	
JUNE 2011 TOTAL	--	--	--	--	--		--	--	--	--	
CHANGES	--	--	--	--	--		--	--	--	--	

APPENDIX 7 - EEO Job Category Descriptions

Group 1. Officials and Administrators: Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, direct individual departments or special phases of the agency's operations, or provide specialized consultation on regional, district or area basis. Includes: Department heads, directors, assistant directors, branch managers, environmental health program administrators, controllers, examiners, wardens, network engineers, resort park managers, police and fire chiefs, inspections and kindred workers. To see job codes listed in this group visit: <http://personnel.ky.gov/persadmin/info/eeocodes/skcode1.htm>

Group 2. Professionals: Occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge. Includes: Personnel and labor relations workers, social workers, doctors, psychologists, registered nurses, economists, dieticians, lawyers, systems analysts, accountants, engineers, employment and vocational rehabilitation counselors, correctional captains, health policy assistants and other kindred workers. To see job codes listed in this group visit: <http://personnel.ky.gov/persadmin/info/eeocodes/skcode2.htm>

Group 3. Technicians: Occupations which require a combination of basic scientific or technical knowledge with manual skill which can be obtained through specialized post secondary school education or through equivalent on the job training. Includes: Computer programmers and operators, draftsmen, surveyors, licensed practical nurses, photographers, radio operators, mine inspectors, programmers, systems engineer IT, highway technicians, technicians (medical, dental, electronic, physical sciences), administrative specialist I, inspectors and kindred workers. To see job codes listed in this group visit: <http://personnel.ky.gov/persadmin/info/eeocodes/skcode3.htm>

Group 4. Protective Service Workers: Occupations in which workers are entrusted with public safety, security and protection from destructive forces. Includes: Correctional officers, fire fighters, KVE inspector, facilities security officers, state park rangers, detectives, Occupational Safety and Health Administration, (OSHA), safety consultants, hazardous device investigators, wildlife and boating law enforcement officers and kindred workers. To see job codes listed in this group visit: <http://personnel.ky.gov/persadmin/info/eeocodes/skcode9.htm>

Group 5. Paraprofessionals: Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion under a "new careers" concept. Includes: Administrative assistants, family support specialists, laboratory aids, revenue examiners, medical aids, child support workers, youth workers, museum guides, house parents, fish and wildlife technicians and kindred workers. To see job codes listed in this group visit: <http://personnel.ky.gov/persadmin/info/eeocodes/skcodeb.htm>

Group 6. Office and Clerical: Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information, and other paper work required in an office. Includes: Administrative secretaries, bookkeepers, messengers,

office machine operators, clerk-typists, stenographers, data entry operators, communication dispatchers, office managers, postal technicians, rehabilitation care aids, offender information specialists and kindred workers. To see job codes listed in this group visit:

<http://personnel.ky.gov/persadmin/info/eeocodes/skcode5.htm>

Group 7. Skilled Worker: Manual workers of relatively high level (precision production and repair) having a full and comprehensive knowledge of the process involved in their work. Exercise considerable independent judgment and usually received an extensive period of training. Includes: mechanics and repair people, electricians, heavy equipment operators, highway superintendents, carpenters, HVAC inspectors, locksmiths, correctional farm managers, fisheries biologists and kindred workers. To see job codes listed in this group visit:

<http://personnel.ky.gov/persadmin/info/eeocodes/skcode6.htm>

Group 8. Service/Maintenance: Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property. Workers in this group may operate machinery. Includes: Cooks, equine workers, elevator inspectors, highway equipment operators, janitors, laborers, laundry workers, park workers, patient aides, stores workers, veterans cemetery caretakers and kindred workers. To see job codes listed in this group visit: <http://personnel.ky.gov/persadmin/info/eeocodes/skcodea.htm>
